

STATE OF TEXAS

(Minutes conducted via electronic voting)

COUNTY OF CAMERON

BE IT REMEMBERED, that on the **10th day of December 2024**, the Board of Trustees of the Brownsville Independent School District met in a **Rescheduled Regular Board Meeting** at the Administration Building, 1900 Price Road, Brownsville, Texas, for the purpose of transacting any and all business that came before the Board and with the following to wit:

PRESENT:

Erasmo Castro	President
Daniella Lopez Valdez	Vice-President
Minerva Pena	Secretary
Denise Garza	Member
Jessica Gonzalez	Member
Frank Ortiz	Member

ABSENT:

Carlos Elizondo	Board Member
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ALSO PRESENT:

Dr. Jesus H. Chavez	Superintendent of Schools
Nick Maddox	Attorney for the Board

ALSO ABSENT:

None

WHEREUPON, a quorum being present and it appearing before the Board, it is hereby so found that notice of this **Rescheduled Regular Board Meeting** has been duly given in the manner and for the length of time as prescribed by law. The meeting was called to order and declared ready for the transaction of business with the following to wit:

- I. Meeting called to order by Erasmo Castro, Board President at 5:30 p.m.**
- II. Moment of Silence led by Dr. Jesus H. Chavez, Superintendent.**
- III. Pledge of Allegiance led by Mr. Frank Ortiz, Board Member.**
- IV. Roll Call. Erasmo Castro, Board Member** announced that all Trustees are present for the exception of Carlos Elizondo.
- V. Recommend approving the agenda of the Rescheduled Regular Board Meeting of Tuesday, December 10, 2024 with any corrections/deletions.**

Dr. Jesus H. Chavez, Superintendent stated the following:

Amendment: X. A. 5	Page 1 will be replaced with Page 1a
X. E. 3	Agenda item should read Year one (1) of a five (5) year contract
XII. A. 4	Page 1 will be replaced with Page 1a
	Pages 2 – 12 will be added to agenda backup

Handout 1 added to official minutes
Handout 1a added to official minutes (Personnel)

Motion made by Jessica Gonzalez, seconded by Denise Garza, and unanimously carried to recommend approving the agenda of the Rescheduled Regular Board Meeting of Tuesday, December 10, 2024 with the corrections/deletions as stated by administration. (6-0-0)

VI. Recommend approving the minutes with any corrections:

A. Rescheduled Regular Board Meeting of Monday, November 4, 2024.

Motion made by Denise Garza, seconded by Minerva Pena, and unanimously carried to recommend approving the minutes of the Rescheduled Regular Board Meeting of Monday, November 4, 2024, with no corrections, as stated by administration. (6-0-0)

VII. Superintendent's Report: * SB1566

A. Conference Presentations:

1. Recognition of outstanding achievement by Coach Guerra from Rivera ECHS on an incredible milestone-700 wins (Volleyball Program).

The purpose of the proposed agenda item is to congratulate Coach Guerra from Rivera ECHS on an incredible milestone-700 wins! Your dedication, skill, and leadership have inspired so many athletes and brought pride to the entire BISD community. Here's to many more victories and the continued legacy of excellence you've built in the volleyball program.

2. Recognition of Ortiz Elementary as U.S. News and World Report's Best Elementary Schools for 2025.

The National ESEA (Elementary and Secondary Education Act) Distinguished Schools Program is a project of NAESP A that publicly recognizes qualifying federally-funded schools for positive educational advances and the outstanding academic achievement of their students. Established in 1996, the program showcases hundreds of schools identified by the State Education Agency for their success in one of three categories:

Category 1: Schools exhibiting exceptional student performance and academic growth
Category 2: Schools that have closed the achievement gap between student groups
Category 3: Schools that show excellence in serving special populations of students (e.g. homeless, migrant, English learners, etc.)

Schools are named by their State Education Agency (up to two schools per state) and collectively exhibit the following common characteristics:

- A poverty rate of at least 35% for the selected year (may use the state's average poverty rate to qualify a school if below 35%)
- Demonstrated high academic achievement (which may include high academic growth)
- Met or exceeded state-determined accountability criteria
- Must be federally funded by one or more ESEA programs

3. Recognition of Ortiz Elementary for being selected for the Elementary/Middle School Distinguished Performance Award by the National Association of ESEA State Program Administrators.

U.S. News Best K-8 Schools rankings are released each year to help families make one of the most important decisions in their children's lives. To be recognized as a top elementary school by U.S. News and World Report, a school needs to demonstrate consistently high student achievement on state standardized tests in math and reading, particularly when considering student demographics, while also maintaining positive student-teacher ratios, signifying that the school is effectively educating students across different backgrounds; essentially, achieving high proficiency ratios on state assessments while accounting for the socioeconomic characteristics of the student body is key to a high ranking.

Ortiz Elementary earned a spot among U.S. News and World Report's Best Elementary Schools for 2025, ranking 50th out of an incredible 6,609 elementary schools in Texas. At Ortiz Elementary, 87% of students scored at or above the proficient level for math, and 82% scored at or above that level for reading. The school's minority student enrollment is 100%. The student-teacher ratio is 14: 1. The student population is made up of 49% female students and 52% male students. The school enrolls 92% economically disadvantaged students. There are 35 equivalent full-time teachers and 2 full-time school counselors.

4. Update and Next Steps for the Citizens Facilities Committee.

Mr. Alejandro Cespedes, Chief Financial Officer stated good afternoon, thank you Dr. Chavez, Board President, Mr. Castro, and Board Members and community members. I'll be briefly just giving everybody an update on the Citizens Facility Committees, the work that they've been doing, our subcommittees, and then the next steps that we have coming up. So for the past five weeks, our subcommittees have been working hard on the following things. They've been conducting walk-throughs of all the campuses that they've been assigned to. Remember that we have five subcommittees. It's two elementary subcommittees, because we do have 31, so it's 16 and 15 elementaries. And then we have our secondary subcommittee, which is the six comprehensive high schools and the 10 middle schools. And then of course we have our district-wide facilities subcommittee, and then we have our finance subcommittee as well. And so again, they've been working, doing walkthroughs of not just our campuses, but in general, all of our facilities. They've been taking down notes. We gave them a template to look at everything from the area of focus, trying to rank these from a one through a four, as well as other detail that we've asked them to complete in these. Currently, they're working on prioritizing these assessments. I think the hardest part that's coming up is doing a pricing evaluation. I'll be briefly talking about how we'll be addressing the pricing on all the assessments that they've been doing. And then, of course, determining which campuses should be addressed. We've briefly talked about some numbers that our financial advisors have given us, but I think we've come to a realization that that would not be enough to address every single thing that we need to address. Again, right now we're actually on the sixth week. Like I said, for the past five weeks, they've been working on it. So this is just a tentative timeline of the upcoming weeks that we have going on. So as I was mentioning earlier, our subcommittees are pretty much done with their walkthroughs, or they're finalizing and doing their prioritizations. However, the hard part's coming now is adding a price to that. What is it going to cost us to make renovations, upgrades, replacement of equipment, et cetera. So what we did is we met with several firms, several architect and engineering firms back on November 19th before we went on Thanksgiving break. And we discussed the opportunity for them

to partner with the district, for them to go ahead and help us out in terms of doing some walkthroughs themselves and setting up some templates, setting up some forms of pricing in terms of whether it's going to be a major renovation, depending on the area, the total cost per square footage. You know, their concentration is MEP, right, mechanical, electrical, and plumbing. Their expertise is what we're looking at. You know, these are experts in, again, engineering, architectural. We also had a structural and a civil engineering firm. As you all know, you know, we've documented pretty well that two of our biggest needs that we have district-wide are HVAC and roofing. And a lot of times there's underlying issues in the roofing that we don't know. When it's the envelope, complete replacement of a roof, which can balloon a price to double the initial estimated cost. So we're asking these firms to help us out. We set up three different teams. Each team had an architect and an engineering firm. We gave them a list of some schools to do walk-throughs, and we're hopeful that we are actually meeting tomorrow. I'll briefly go over the timeline in a little bit. We will be meeting with them tomorrow and some of our subcommittee co-chairs so that we can go ahead and start applying these pricing methods to all the assessments that they have been doing. What we want them to also take into consideration, which is very important, is if the board decides to call for a bond election in February, by the time that the bond does get called for and it goes up for election in May, and by the time the bonds are sold, you know, we're talking about two to three years before we actually implement these bonds. And so with that, we have to take into consideration several things. One of those, most notably, is just the cost of inflation. You know, on average, you know, for the last four or five years, inflation has been rising approximately about 5% per year. And so, these are just, you know, starting points that we want to take a look at. And, again, the other things that we have to look at is just the ages of these buildings. A lot of our buildings are very, very old. Like I said, about one-third of our campuses are more than 45 years old. So, once they start looking at all these, you know, there's a lot of underlying issues that might make the cost of a project balloon. Some of our finance subcommittee work that we talked about, I just wanted to go over it very, very briefly, is what is it going to look like in terms of total bond amount should the district decide not to do a tax rate increase. So we've asked our financial advisors to give us what those amounts are going to look like. Some of the recommendations that we've also done, because we want to address HVAC and roofing is the general proposition we're going to recommend that they break that up into two propositions. So that if one proposition doesn't pass, we're hopeful that the proposition to do the repair and upgrades of HVAC and roofing would pass should the Board decide to call an election. These are the required propositions per state law that have to be up. Again, the main one that I was talking about is the general proposition. And then by law, this was back in 2019, I believe, they broke down certain propositions. You know, again, if you're going to build a brand-new stadium with more than a thousand seats, the building of an auditorium, the building of certain fine arts, performing arts facilities, things of that nature have to have its own proposition. So, I just wanted to post it for informational purposes. Some of the next steps that we have, like I said, we have a meeting tomorrow here with our co-chairs. The plan is for us to work with some of our, again, these volunteer vendors and firms that have been helping us out to start assisting the subcommittees in applying pricing to the assessments that they have been doing. Now what is going to happen is that there is going to be some assessments that our subcommittees have done that there's

not going to be a price into that. So, our firms have said they would help us out in going back and doing additional walkthroughs to make sure that they address everything. We're hopeful that we can meet next week again Wednesday, again with our co-chairs, and that's when we'll start trying to draft up a report for the Board to review. And then when we come back from winter break, the goal for us is to meet on January 15th. We want to have a Facilities Committee meeting and that's when we would present the final report, the final Citizens Facilities Committee report to the Board with all the details and the recommendations. That would then leave the Board about a month. Again, remember a reminder that we have until February 14th to call a Bond Election. So that would leave the Board about a month to review all this and if there's any additional questions or additional information that you all would request, that we would go ahead and do that. Any questions on this? Dr. Jesus H. Chavez, Superintendent stated, if I may, let me just emphasize a couple of points that he's already made, but just for emphasis. When we think about the pricing, it is important that we think about a four or five-year build-out, right, from the standpoint of, let's say we begin with seven projects and we sell the first year \$85 million. Well, every year then you're going to be doing that, right? I'm anticipating that we're going to have a four or five year build out of these projects. And so, when you think of inflation, then you think of a project that's done not that first year but the second year. And so, things are going to cost more that second year. You go to the projects a third year, the projects a fourth year, and so on down the road. And so that's the reason it's important for the work that we do that we think of the inflation piece so that you don't wind up short. Because if you give it today's price, you know, that's not going to be the price that you pay three years down the road or five years down the road. So that's something I wanted to emphasize. The second piece with regards to pricing relates to the age of facilities. And you Board Members, you understand and you have seen where there have been projects that we begin with a certain amount of dollars and say, you know, this project is going to cost \$2 million. But then we go in and start digging and we find maybe some old plumbing, maybe some old wiring, and so there are additional costs that are related to that. And so that's the reason we're talking about a percentage, if you will, depending on the age of the building. And so those things we're working with our Finance committee. Obviously here, yes, we're working with the experts, if you will, right, architects, engineers, contractors, for us to get appropriate pricing and then for them to validate the inflation piece as well as the contingency piece for some of the older buildings. So, we'll continue to do some work around that area and of course we'll combine that information to the facility assessment that our citizens have done so that we bring not only a list of projects but we bring good pricing to you as well. With regards to the month, if you think of the latter part of January, the early part of February, I'm anticipating that the Board will have a meeting almost every week, right, from the standpoint of we're going to have to put in at least three, if not four, meetings so that we arrive at a good decision. Now keep in mind that we have had a great number of citizens in walking our buildings, assessing our buildings, listing what our needs are. You know, we've provided them lists of the rules, the air condition systems that based on the maintenance opinion, you know, need replacing or upgrading. So, you will get a very good report from our citizens and of course then you'll take that work, review it, validate it, and then hopefully here call for a Bond Election for later in May, but that decision will need to be made on February the 14th. So, at this point let me stop and

see what other questions you all may have. Ms. Denise Garza, Board Member stated, Mr. Cespedes, one of the concerns that I have received from the community is not just about the bond, but the concern is this past school year we did consolidate some of our elementary. So, have those discussions with the Citizens Facility Committee, have they taken some of those considerations because that's another thing that we go and we spend money and then the district is known to later on, you know, close something or not use something. So that has been one of the top concerns that a lot of community members have brought to my attention. **Mr. Cespedes replied, right, so we have not had those discussions with the subcommittees, but we have given them the data. We've given them everything from student enrollment data by campus, percentage of capacity by every campus. So, they are aware of some of the campuses that are well below 50% capacity. And then, of course, just in general, again, when we have talked about the amount that our financial advisors have given us, and again, it was just for discussion purposes to get the discussion started, I think as our subcommittees have been doing a lot of work, they are coming to a realization that even though \$400 million sounds like a lot, it is not going to go a long way, right? So, there is going to have to be a lot of discussion amongst ourselves and then amongst you all as a Board to decide, you know, what is going to want to be done if a bond is called.** Ms. Garza stated, thank you and thank you to our Facilities Citizens Committee because I know that they've taken some time out of there, you know, work schedule to come and assess some of our campuses. But thank you. And another thing I would like to see is as, depending on if this bond goes through or not, is for the district to also come up with a plan that whatever projects we do take moving forward, that we come up with a plan to where they don't go back to how they used to be, that we continue maintaining them. Thank you. Ms. Minerva Pena, Board Secretary stated, question? Mr. Castro stated, Ms. Pena? Ms. Pena continued, more like a comment. And I know that we're in very trying times where the money is not like it used to be. And we need to be careful, especially Mr. Cespedes. I worked for the state for 29 years and one thing that happens when somebody sees a budget That's a half a billion dollars. They bring prices. Are you listening Mr. Céspedes? **Mr. Cespedes replied, yes, ma'am.** Ms. Pena continued, thank you. That are very high because there's a bank. We need to be very careful because our citizens are hurting right now and I've got the concerns like Ms. Garza did where they're very concerned because of the pricing that they charge the district where if they were doing it for your home is like 50 to 70% off. We need to be very, very careful because this money belongs to the citizens. We have people losing their homes because they can't pay the taxes. We have people living literally on the street. So we need to be very conscientious that we need to do things and not raise the taxes to make it even more difficult. I know it's hard, but you have a job because of the taxes, you get paid because of taxes, otherwise you would not be employed. Mr. Erasmo Castro, Board President stated, thank you Ms. Pena. Ms. Pena continued, so I want to make sure that we are very conscientious that we get good pricing, that is all I ask. Mr. Castro stated, thank you Ms. Pena. Ms. Daneilla Lopez Valdez, Board VP stated, I just wanted to, Mr. Céspedes, if you could please reiterate what exactly, you know, in the pricing, how it would not be a tax increase if it would be depending on the amount that they would present. **Mr. Cespedes stated, right. So again, at the end of the day, it is going to be whatever recommendation we present forth. Like I said earlier, one of the recommendations that we had was breaking up that \$0.27 again just to summarize really quick when we had that initial kickoff meeting November 7th, what our Financial Advisors discussed was \$0.27 tax rate. So, it was a \$0.03 tax rate increase. However, what we**

are recommending and that was at \$400 million. Just to put again and those are all very subjective numbers. They can change because there are a lot of different factors that go into play. But if we were to not do a tax rate increase on the I&S side, and keep it at 24 cents, then it would be substantially lower than the 400 million. So, there are recommendations, for example, that our finance subcommittee is doing that is going to provide to the other subcommittees. And then as a consensus, as a group, we will come up with some recommendations. But ultimately, it will be the Board that decides how many, if you all do decide to call a bond, what that tax rate is going to look like and what that would equal in terms of the amount and then what projects would be covered under that. Ms. Lopez Valdez stated, so ultimately the community will present to us what they recommend and then we decide. Mr. Cespedes stated, yes, and just to add one more note, and our Financial Advisors talked about it, and I think it's very important, you know, our voters, they have 100% of the power, right? They're the ones that are going to vote for it. In terms of repaying it, you know, our voters pay about 40% of it. The other 40% is paid by our businesses. So our businesses, even though they don't have a vote per say, they also matter a lot in terms of having input, which is we do have some businesses that are part of our subcommittees, you know, and we value their input as well. And then the other 10 percent, 15 percent would actually come from state aid, from the IFA. Mr. Castro stated, let me say real quick, I've been to a couple of these committee meetings and I do appreciate everything that administration is doing, what you all are doing in regards to bringing the community together. I think that they've been very productive. I've had the opportunity to have conversations with different individuals from the community that are part of the committee. And even individuals that at one point, you know, were against the bond, but still form part of the committee, which I think is really very important. And as of recent, you know, I've had conversations with them and they've, you know, they've changed their mind. So I'm very, very hopeful that more individuals will continue to change their mind as more information is presented to us. One of the things that I would request, I know a lot of the jobs or the necessities that we have posted and that you all discussed, if there would be a detailed priority list in regards to that which needs immediate attention and that which the bond is going to cover and that we follow through with a priority list. But really again, thank you so much administration, thank you so much Mr. Cespedes. And to all the committee members out there, really an amazing, amazing job. It's probably one of the few committee meetings that I've been to that has been standing room only. So that says a lot about the committee, and thank you and Ms. Pena? Ms. Pena stated, yes, and I want to make sure, Mr. Cespedes, and this will be for your time, sir. I remember when the TRE, when we moved the I&S money to the M&O, and we didn't have to have it and all of this and then, oops, hit the brake. We need money in the I&S for the government, for the federal to give us half of the money on the bills that we owe. We couldn't leave it blank like we were told they could. Make sure that nothing like that happens in this because that's when we lose the public's trust because we took the money out of there, we don't need it, and we have to come back. Guys, got to put it back. Please open and turn and read every little thing so we can do it right and show this community that we're looking out for them. Mr. Castro stated, thank you. Mr. Cespedes stated yes ma'am. Dr. Chavez state, just a few closing comments. One of the things that I've mentioned before is that the District and the Board has done a really good job of paying the old debt. And so that's really what's presented the opportunity for us to utilize those 24 cents. And we say 24 cents because that's the current debt service rate that we have over the next two years. And so here

really when we talk about a bond proposal, yes, you would have a situation – again, citizens are going to recommend to us, right? You would have a situation where with 24 cents you can fund, let's say, \$350 million. So, my suggestion again to the Citizens Committee is how many projects can you address, what are the most critical projects to address with that amount for 24 cents? Now I'm sure that there are other desires out there and I'm going to mention one that's been talked about already by some of the subcommittees and that is a Fine Arts Performing Arts Center. I have publicly told the Citizens' Facilities Committee that my suggestion, my recommendation would be that that be its own separate proposition and in addition to that, that it not be part of the 24 cents because we have great needs for replacing roofs, redoing air conditioning systems, repairing our facilities, renovating some areas, that we're not going to have the capacity with the 24 cents then to do a Performing Arts Center. So, I just wanted to reiterate what I'd already made public to the Citizens Facilities Committee so that that way everybody would understand. Now, yes, if there's a desire for that Performing Arts Center, then that can be its own proposition with its own pennies, if you will, on the tax rate. And yes, the choice is ultimately to the citizens, right? I mean, each citizen has the right to go vote, vote for or against Proposition 1, vote for and against Proposition 2, vote for and against Proposition 3, however many there may be. So just wanted to say that. I also want to reference, you know, the question around consolidation and no the chair folks have not gotten together, the committees have not gotten together to discuss that particular point as a whole. But I do need to say to our community and to the Board here is that I have heard individuals within committees say do you want to continue to operate this school when it's at 250 and in three years it's going to be under 200 students. They're asking those questions. They're asking those questions. The other thing that they're asking about is, okay, so you have this school and this school is, I'm going to use an example here, this school is 42 years old. Is it worth it for us to spend another 15 or 20 or 30 million dollars in that school? It's 42 years old. And so, they're asking really great questions. And of course, you know, we're assisting with information, with thinking about those kinds of things. I'm going to mention this example. Some of you know that I work in Round Rock for a total of 19 years, two different occasions. And my first time in Round Rock, I remember us having at least two bond elections where we renovated and upgraded C.D. Fulkes Middle School. I know that that particular school had at least three renovations. C.D. Fulkes Middle School actually was the old high school for Round Rock, converted into a middle school. So, three renovations probably over a period of about 35 years. Most recently, the community finally said, we cannot continue to renovate this school. They actually tore down the school and built a brand new state-of-the-art middle school for the C.D. Fulkes area. And so, C.D. Fulkes right now has a new state-of-the-art middle school. Now I mentioned that from the aspect of, yes some of these older facilities that we have, it may not be worth putting 15, 20, 30 million dollars into it. I'm not telling you that we have the capacity to build brand new campuses right now because we probably will not. But I think we've got to think long term to say let's think about 10, 15, 20 years down the road and what is it that we need to do now to prepare ourselves for the next 10, 15, 20 years down the road. And so, I just wanted to make those comments, you know, with regards to whether we continue to invest in a very old school or not. I know the Citizens Committee is going to continue to discuss that and bring a recommendation forward, but just wanted to give you those thoughts and that experience. Thank you so much. Mr. Castro

stated, very quick, Ms. Pena? Ms. Pena stated, yes, sir, and I want to make sure because I know what you're saying, but the community is not looking at getting new schools. We're not losing students because we have an old building. We're losing students on the treatment and because of the things that happened. My house is 55 years old, been through three hurricanes, still standing across the street, they fell apart. I firmly believe we can do this and not blame it because they're old, they're not worth investing in. We need to make sure we take care of what's there and work on doing right by children, providing for them, taking care of them, the teachers and the faculty and the kids will flood your gates and come back into our schools. They're not leaving because of the building. No sir. That is, I'm sorry, I have to disagree with you. Mr. Castro stated, thank you Ms. Pena.

5. Brownsville Independent School District Financial Report for the period ended November 30, 2024.

Mr. Alejandro Cespedes, Chief Financial Officer stated, so we look at the Financial Report for the month ended November 30th. So we look at the general fund at the beginning again, as I've mentioned before, our general fund is all the fund codes that start with the one, and includes Food Service as well. We had a total revenue that we collected revenue as of November 30th, a little bit over \$167 million. In expenditures, we have expended about \$185.4 million, so we do have a deficit of about \$17.7 million. Again, we continue to collect monthly payments from TEA. The reason for the spike in revenue is because we started collecting on the property tax collections. Remember, the new tax year starts in October. And the reason I say that is because if we compare it to the financial report that I gave last month, the deficit was \$49 million. So, the deficit is getting shorter, but the reason for that is because, again, we're starting to collect that revenue. Remember, we're a July 1st fiscal year start, so we start having expenditures since July 1st, but we don't start really collecting revenue. With TEA, we don't start collecting revenue until September. And then with taxes, which is the bulk of our local tax collection, our local revenue, we'll just start collecting until October. And by then, we've already had about three or four months' worth of expenses. So, in my opinion, we're in a good spot again because we're starting to collect that revenue, we're starting to see that come in. If we go on to the special revenue funds, that's all of our grants, whether they're state or federal grants. We've gotten about \$6.7 million in revenue. We've expended about \$21.2 million. So even though there's a deficit there, a reminder that all of our grants are on a 100% reimbursement basis. So, at the end of the fiscal year, for example, you all know how last month we presented the audits. If you look at all our federal and state grants, revenues always equal expenditures. So there, what we spend is what we receive. The district doesn't make a profit. The district does not make a loss either. If we go on to the next one, it's our Debt Service Fund. Again, because we just started collecting on our property tax collections. For example, as of November 30th, we've collected about \$12.5 million in property tax collections for I&S. This is to pay our bonds. We've paid only about \$4.6 million because, again, our bonds are two payments, the ones in August and the ones in February. August is mostly interest and February is when we pay our principal and interest. So right now, it shows that we have, we're over about almost \$8 million but we know that we're about to make our payment in February so we expect to expend all that. And then in our self-insurance fund, again this one we've collected, this is the one that the district pays for all the employees on a monthly basis.

We pay for our employees, for their health benefits, and some employees depending on the plan that they have, they do contribute some. We've collected about \$20.3 million and we've spent about \$24 million, so we do have about a \$3.6 million deficit. Again, we are self-insured, so essentially the deficit is always going to be covered by our general fund. I don't know if there's any additional questions or comments. (No questions or concerns from the Board of Trustees)

VIII. PUBLIC COMMENT:

Celia Saiz. Good evening, Board President Castro, Dr. Chavez, and members of the Board My name is Celia Saiz and I'm speaking as President of BEST/AFT, Union Local 3877. BEST/AFT would like to wish everyone a Feliz Navidad, Merry Christmas, Happy Hanukkah, Season's Greetings to all of you and your families. Tonight, I will be speaking on Agenda Items VII. A, 4, X. A1 and X. A17. BEST-AFT congratulates Coach Guerra on her tremendous accomplishment of 700 wins as a varsity volleyball coach. It is difficult to build an excellent program and even more so to maintain one. BEST wants to congratulate the best of BISD whether it be the district, teachers, coaches, classified employees and other professionals. We all strive to do the best. Agenda item X. A4, the Citizens Facilities Committee. We at BEST/AFT strongly recommend that the board members support the recommendations of the Citizens Facilities Committee. Hard work is being put into the many needs of the district. Difficult decisions lie ahead of the Board, the employees, and the community. Differences need to be set aside to do what is best for students, employees, and community. We need the Board and administration to come together for the betterment of all. X. A1 – Retention Stipends We at Best AFT thank the Board and the administration for the winner stipend. BEST/AFT would always prefer a raise over a stipend, but we don't say no to the employees getting a stipend. Our concern is about the substitute qualifications for the stipend. It says they must have worked 72 days. That is 100% attendance. For your retirees, that is impossible due to TRS restrictions. We believe this issue came up last year and you amended the number of days worked for the substitutes. We are asking you do the same tonight. Item A-17 is our agenda item. We hope that the Board will approve what we hope will become an annual event, the Center for School Improvement Leadership Institute. We all strive to discover the most effective strategies to improve student engagement and student success. We look forward to working with a Board member and a district administrator and bringing back strategies to implement to the district. We wish all of you all and your loved ones the best over the break and a happy new year. Thank you and have a best evening possible.

Beatriz Maldonado. Good evening Board President Castro, Dr. Chavez, members of the Board. My name is Beatriz Maldonado, the Vice President of Brownsville Educators Stand Together, Best Union Local number 3877. We are a union of professionals and I am also a history teacher at Homer Hanna High School. As our president Celia said, season's greetings, happy holiday, Feliz Navidad to all of you and to all of our BISD employees. I'm speaking on agenda items XA2, 3, and XIA1. Best AFT would like to congratulate Ortiz Elementary for recognition as one of the US News and World Report's Best Elementary Schools for 2024-2025 and for being selected for the Elementary Middle School Distinguished Performance Award by the National Association of ESEA State Program and Administration. BEST congratulates Principals Julie Pena and her phenomenal staff at Ortiz for being the best of the best and bringing pride to our community and honor to our district. Ortiz Elementary along with other several with several other decorated campuses in past years show that BISD students, staff and leaders are not just as good as other districts, not better than, but the best of the best. Thank you, students, teachers, classroom support, office staff, food services staff, custodial staff for shining the brightest of lights on Ortiz

Elementary. On agenda XI A1, discussion and possible action to address concerns related to the targeting of district employees including reviewing current policies, implementing additional measures to protect staff and ensuring a safe and supportive work environment for all to the best AFT says yes, please. We currently have 53 campuses in BISD. The last three years we have had six campuses where we believe employees have been targeted. Roughly 11 percent, that means that at 89 percent of the campuses we have not had that issue. This year we have had three separate campuses where we believe members have been targeted. In the past year, we have had the best working relationship with HR that we have ever had. Many issues were resolved without us having to go through the grievance process. For whatever reason, this fall that has changed, as more upper-level administration has gotten involved with campus personnel issues instead of letting HR resolve those issues. We then have to take formal actions to protect and defend our employee members. BEST requests that as one solution is defining everyone's roles and to have everyone stay in their lanes. This is a conflict of interest when upper administration is supporting their principles instead of creating a positive work environment. Best hopes that the Board and administration will work with us and other organizations to come up with solutions that this long, outstanding, and continuing issue in BISD ends. Thank you for listening and have the best of evenings.

Patrick Hammes. Good evening, Board President Castro, Dr. Chavez, members of the Board, Patrick Kamas speaking on behalf of the membership of BEST/AFT, Union Local 3877, a union of professionals. I am speaking on Item XI.A1, Discussion and Possible Action to address concerns related to the targeting of district employees, including in reviewing current policies, implementing additional measures to protect staff, and ensuring a safe and supportive work environment for all employees. The BEST/AFT would like to thank board members Denise Garza and Minerva Pena for bringing this agenda item to the Board and we hope that all board members are in support of this agenda item. When I was still in the classroom, the axiom was that 90% of the student behavior issues were caused by 10% of the students. Based upon what Vice President Maldonado shared with you, it appears to be true for administration too. As I have told district administrators over time, that the administration writes policy and the Board then supports it, not us. But we do expect everybody, just like the employees are expected to, to follow the policy that's in place. As the service representative for BEST, my job is to ensure that administration adheres to the district's policies, both legal and local. When they don't do that, then basically we throw the red flag, we blow the whistle, we cry foul, and we have to take the action we need to represent our membership. Being a principal is an honor and a privilege. It should be going to the very best administrators most step up and do a great job, but some are not up to the task. It is not a lifetime appointment, and those who assume the burden of leadership should understand that. Those who can't should be replaced. Best Safety would ask the administration, as they did with the budget, as they are going to ask the Citizens Facilities Committee, to sit down with their cabinet and to first rank the principals from 1 to 50. Then to look at the assistant principals and deans, HR service representatives, and any other potential candidates and rank them in their assumed ability to lead. Principles should be chosen on merit and continue based on merit, not on who they know in upper administration. Thank you for your time. Have the best of evenings. Happy New Year. And again, I think we always choose season's greetings.

Lazaro Cardenas. Dear members of the Board, Dr. Chavez and Board President Castro, my name is Lázaro Cárdenas. I am the vice president of AOBÉ, the largest and longest serving union in our district. As we gather here today, I want to take a moment to acknowledge the tireless efforts of our educational system, working diligently to shape young minds and foster a

love for learning. However, we all know that being a teacher goes far beyond the classroom. We often find teachers dipping into their own pockets to provide essential supplies, materials to enhance students' experience and educational journey. That's why AOBEL believes teachers deserve a stipend of \$1,000. Now I know that our current agenda item is for \$500, which is a welcome gesture, but I propose that we take it a step further. The additional \$500 would be allocated for unofficial expenses, the kind that we often see our teachers covering out of their own pockets. This could include supplies like pencils, paper, and markers, educational materials like books, software, online resources, or even field trip expenses that enrich our students and learning experiences. During the holidays, it is not unheard of for our teachers to decorate the classrooms, to make the holidays memorable, and to even buy gifts for students. By providing this stipend, we can alleviate some of the financial burdens that teachers face. We can also demonstrate our commitment to supporting our educators and ultimately our students. So, let us come together to advocate for this stipend. Let us recognize and value our teachers that bring to the classroom and our community. Together, we can make a meaningful difference in the lives of our students and our educators. From everyone at AOBEL, have a happy holidays and a prosperous new year. Thank you.

Adina Alegria. Good evening President Castro, members of the Board, Dr. Chavez, and esteemed guests here with us today and those joining us from the Brownsville Independent School District YouTube channel. My name is Adina Alegria, Executive Director of Texas Valley Educators Association. TVEA would first like to thank Dr. Chavez for placing the retention stipend on this agenda and also this Board and administration for possibly recommending a \$500 retention stipend to be paid to all full-time and permanent part-time employees, including substitutes as long as you meet certain requirements outlined on today's agenda. When we presented this to our members at our eventful TVEA Christmas celebration this past Friday, I mentioned how we never want to seem ungrateful for any stipend, but I wanted to impress on our membership that stipends come and go. But when money is invested in pay raises, the employees see the money in their hands long-term. As of 2024, teacher pay in Texas lags behind the national average by approximately \$30,000. The average teacher salary in Texas is \$60,000, while the national average is closer to \$90,000. This disparity highlights the ongoing challenges this district and many other districts in Texas have regarding attracting and retaining quality educators in Texas. Special education is facing similar issues. In October, it was announced that Texas is cutting \$607 million in Medicaid funding from programs for students with disabilities. And while certain previous and current Board members made terrific strides ensuring no new hourly hire made less than \$15, The living wage is \$27.32 for one adult and one child. So, as you can imagine, there is work to be done as outlined on BISD district priorities for the 89th legislative session. But we will leave that good fight for the new year. My wish to all of you this holiday season is that each of you find it in your heart to brighten someone's day. That you lift each other up instead of tearing each other down. That you ease someone's burdens, that they too can enjoy this holiday season. This is my wish. Merry Christmas to all and to all a good night.

IX. Recommend approving the Consent Agenda. The Board has agreed to discuss the following items. All of the items below that are not called out will be approved by consent.

X.	A.	General Function	2, 3, 4, 6, 7, 8, 10, 11, 12, 13, 14, 16, 18
	B.	Payments	2
	C.	Amendments	1
	D.	Contracts/Agreements	2
	E.	Bids/Proposals/Purchases	1, 2, 3

Note: Frank Ortiz abstained from X. A. 4

Mr. Frank Ortiz, Board Member stated, the reason that I'm abstaining from that particular item is because of my affiliation with UTRGV. It is a fantastic, fantastic grant, and I want to commend UTRGV and BISD for this. But number five, number six, and number seven are also related to that item, but on those of course I will not be abstaining, just for the record.

Motion was made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, and unanimously carried for approval of the General Function Items as reflected on the Consent Agenda. 5-0-1

(All presentations limited to five (5) minutes)

X. Consent Agenda:

A. Recommend approval of the following General Function Item(s):

1. Recommend approval of Resolution #024/24-25 for a Retention Stipend to be paid on or after December 20, 2024 to all full-time and permanent part-time employees who were employed as of July 1, 2024 or 1st day of the 24-25 working calendar and who remain employed in the same capacity on December 20, 2024 and substitute teachers who worked 72 or more during the period of August 12, 2024 through November 22, 2024 in the amount of \$500.00.

Ms. Jessica Gonzalez, Board Member stated motion to approve. Ms. Minerva Pena, Board Secretary stated, I'd like to make a motion to amend. Mr. Erasmo Castro, Board President stated, I think there was a motion already made. Ms. Daniella Lopez Valdez, Board VP stated, second. Ms. Pena stated, may I? Mr. Castro stated, Ms. Gonzalez? Yes. Ms. Gonzalez stated, Dr. Chavez, would you like to just add some comments or do you want to wait for us to ask any questions. **Dr. Jesus Chavez, Superintendent stated, I would like to just add the information about where the dollars are coming from. And so, if I can have Mr. Cespedes talk a little bit about why are we proposing this. I know that here in the last several years, this district has been good about giving a retention stipend. I'll tell you that for me the genesis of this happened, I'm going to say about three weeks ago, I got a phone call and that phone call actually was to tell me, or really ask, hey, they're asking me, you know, that person that called works for the district. And that person basically said, hey, they're asking me in this particular department whether there's going to be a retention stipend. And of course, I said at that point, no, we haven't talked about that. But then that prompted me to visit with Mr. Cespedes and talk about the possibility of a retention stipend. As you know, we are by nature conservative in our preparations of budget. Sometimes there are good surprises and so I would like for Mr. Cespedes to talk about the source of the funds and why we are in this position to be able to talk about a retention stipend. So Mr. Cespedes. Mr. Alejandro Cespedes, Chief Financial Officer stated, thank you, Dr. Chavez. Yes, so when Dr. Chavez brought this up for discussion with me a couple of weeks ago, So the reason behind it is, you know, we had the ESSER III grant coming to an end already. And so, as we were doing our external audit, closing our books, you know, we saw that a lot of, we still had a lot of ESSER funding available and we wanted to make sure that we took advantage of ESSER funding. We don't want to send any of these funds back to the Federal Government. So, we reclassified a lot of our general instructional expenditures, teacher salaries to ESSER to offset that. And that was a**

one-time thing just for us to again take advantage of the ESSER funding, the ESSER III funding. We wanted to make sure that we used it all up and again not send anything back to the federal government. And so, a combination of that and within our external audit, one of the things that we saw that we knew but it comes to us way after the fact is Senate Bill 2 was passed back in 2019. What that did is, actually it was in 2023, it was passed as you all know that the homestead exemption increased right to one hundred thousand. So, for the next couple years, the state is helping us offset that with what's called like a hold harmless. So, they assist us with additional funding because until we get adjusted to that \$100,000 homestead exemption, essentially, we're collecting less on the local property tax collections. Now that's only a one-time in nature with Senate Bill 2. So, having said all that, at the end of the day, we have to understand that our budget deficit was still reduced. Our unassigned fund balance was still reduced by around \$9 million, but it was much better than we anticipated. And having those conversations with Dr. Chavez, which is why he brought up the proposition of possibly doing a retention stipend for our employees. Mr. Castro stated, Ms. Gonzalez? Ms. Gonzalez stated, thank you, Dr. Chavez question. Well, first and foremost, thank you for bringing this before us. I know it's very much appreciated by our staff. Is it a possibility to also, I am not sure if you use the word amend legal, but to include so that the retirees can be included with the substitutes? Ms. Pena interjected, the substitute retirees. Ms. Denise Garza, Board Member stated, since they can only work X amount of days and then they have to take off and then come back to consider those substitutes, they are considered permanent subs, but they cannot work X amount of days, could we amend that? Ms. Gonzalez stated, I know we did it last year. Ms. Pena stated, Mr. Castro, it's in the policy where the district is deciding how many days they have to work to be able to give them a stipend. It's not a law, am I correct sir? *Mr. Nick Maddox, Board Attorney replied, yes ma'am, that is correct, and also to answer your question.* Ms. Pena interjected so let me finish. *Mr. Maddox stated, oh I am sorry, I was going to answer both.* Ms. Pena continued, so he can amend that and bring it down, sorry sir, to 30 days as opposed to 72 because this is something that the district is doing we have the complete and total power to do that to be able to get those substitute teachers that are not allowed to work all those days. Mr. Castro stated, hence the motion to amend, yes. Mr. Castro stated, Mr. Ortiz. Mr. Frank Ortiz, Board Member stated, yeah just a comment as well you know as a former principal you know I understand what we're talking about right now what they're recommending due to the fact that our retired teachers, yeah, they're in a bind with TRS. You know, they can only work so many days and then they got to be gone and then we got to bring another substitute in and then once they're off for the time that they're required, then they come back again. So, it is a challenge. So, I'd like to see this happen, you know, if we can amend that to make sure that these employees are eligible because it's not their fault, you know, it's just something that it is what it is. Ms. Pena interjected, I'd like to add another amendment. Mr. Castro interjected, one moment please, excuse me, Dr. Chavez, do you want to address that? You want me to? **Dr. Jesus Chavez, Superintendent stated, yes. I mean, I guess I'd like to ask the staff the implication of that. Right. And about how many more employees we're talking about. And so, Mr. Cespedes. Mr. Cespedes stated, right, so I don't have the exact numbers on the implication on that. I know I have the numbers for the 72, which is essentially perfect attendance. As I think one of the associations mentioned. We did use different starting dates for them because for them remember.** Ms. Pena interjected, ball park figure. Mr. Castro stated, Ms. Pena. **Mr. Cespedes continued, we use that so, my recommendation would be if you all want to**

address the TRS retirees they work halftime right so maybe half of 72 what about for those TRS retirees only the retirees we're talking about that work the 36 days. Mr. Castro stated, Ms. Garza? **Mr. Cespedes stated, because of their implication.** Mr. Castro stated, Ms. Garza? Ms. Denise Garza, Board Member stated, yeah, and that's what I wanted to ask Mr. Cespedes what would be considered for a permanent sub? Who is a retired educator? What were the numbers? **Mr. Cespedes stated yeah, because it's a two-part section, right? One, we're saying we're only talking about retirees, and then because of their limitations, right, to work half-time, we would do the 36 out of the 72.** Ms. Garza stated, so we would see them as a separate group versus the other substitutes that are... **Mr. Cespedes stated, right, that's correct, yes. Okay. Because again, we have our substitutes that are, you know, regular substitutes. And again, even those we have to keep track of because, you know, per IRS code, if they work X amount of hours, they're deemed full-time. So, then we have to offer them benefits. So even our regular substitutes, we also keep track of their time as well.** Ms. Garza stated, okay. Ms. Gonzalez stated, okay, so then I'm okay with doing that, but I do have one more question for Dr. Chavez, and then I guess I'll formally amend my motion. *Mr. Maddox stated, yes, ma'am. My advice would be to simply withdraw your motion, re-motion with the intended language, and then we'll have a new second on it.* Ms. Gonzalez stated, okay, let me just ask Dr. Chavez, just so that I can have everything ready. Dr. Chavez, and the \$500, how do you feel? What is your recommendation? How do you feel about those \$500? **Dr. Chavez stated, as I understand the question, I think the intent of the question or the question is asking what's the upper limit?** Mr. Castro stated, yes. **Dr. Chavez stated, I just wanted to clarify right. So, for me, let me first say that there are other district needs that we have all the time, right? And I say that from the aspect of, just to give you one example of other needs that we have. As you think of the facility study, one of the things that we are doing is that we're visiting all campuses, we're getting reports back on things that need to be fixed. Some of these items that need to be fixed are maintenance items. And so, I do anticipate going forward that we will have greater needs this coming year as it relates to maintenance, one in additional dollars for the maintenance department, and in addition to that, probably a few more maintenance people. Now, I'm mentioning that from the aspect of, you know, the thing that we've got to do, I've got to do, our staff has to do, is look at this longer term too, right from the aspect of, here beginning in February, we're going to start talking about a new budget for the following year. So, I wanted to give that context, right? That there are other needs that we, the district, have and we have got to identify other dollars for that. So, with that said, I mean, the upper limit that I would be comfortable with and I am happy to modify my recommendation and say, let us do \$750 per employee.** Ms. Gonzalez stated, okay so, then, Mr. Castro, if I may. Ms. Pena interjected, more discussion before you amend it, because I have something to say please. Mr. Castro stated, Ms. Gonzalez. Ms. Gonzalez stated, I am going to withdraw my motion and make a new motion to hold on I am trying to read it correctly the way it is read here. Mr. Castro stated, excuse me Ms. Gonzalez, she is going to retract the motion. and then amend to it. Ms. Gonzalez continued, in the amount of \$750 and then amend the days to be 36 days so that the retirees can be included. Ms. Garza interjected, well, 72 for regular substitute and 36 for retired educator. Ms. Gonzalez stated, retired, correct. Ms. Pena stated, why can't we treat them all of the same, the substitutes do the same job? Mr. Castro interjected, Ms. Pena, Ms. Pena no please. Ms. Pena stated I am sorry sir (inaudible). Mr. Castro stated, thank you. Ms. Pena stated, you need to treat them all equal because they have the same job. Mr. Castro

stated, Ms. Pena, thank you. Ms. Gonzalez stated, my motion stands at the \$750 and then the 36 days for the retired educators and then 72 for the others. Ms. Daniella Lopez Valdez, Board Member stated, second. Mr. Castro stated, I have a motion and a second. Discussion, Ms. Pena? Ms. Pena stated, okay, I'm sorry, I just, okay, I was raised in a different mentality. Mr. Castro interjected, let's stay calm, stay focused. Ms. Pena continued, there's money. There is money. Because since 2008 to 2024, our salary for Superintendent has increased \$165,000 because of the increase in pay and we need more and the cost of living. And I agree with that. We can, I'm very firm, because there's always more money than time, and there's more time than life. Because the first thing that passes is life, money, and life, time, and then money. Used to be goats and chickens, now it's cash. My question is, I really feel this, we can do \$1,000. Mr. Castro interjected, is that a question or a statement, Ms. Pena? Ms. Pena stated, my statement is, I'd like to recommend 1,000 and all substitutes across the board, 30 days. Not just the retirees. Because, sir, at the end of the day, they're doing the very exact same job. And it's not fair to say, well, because you retire and you have your degree, we're going to pay you more because we don't think you're worth as much because you didn't get your degree. That is being very detrimental to our teachers. I'm sorry, but I would like to see us do 1,000. We can do it. It's a one-time expense. This way it makes up for the things that teachers have put out of their pockets. Please, Erasmo, you let everyone else finish. Let me finish. I'll be as quiet and polite as I can. Mr. Castro stated, let's stay focused, yes. Ms. Pena continued, yes I would like to see that we can do a thousand so one-time expense, help these teachers in the time where the economy is so bad and they're struggling a lot so we can pay them and tell them what they're worth and we have the money to do this. Mr. Castro stated, and let me say make a very quick statement you know I think all of us at this table and everyone here at the District administration, I think share the same sentiment. You know we'd like to give you \$5,000, \$10,000 as a bonus. You know, and that's a matter of fact. And one of the things that, you know, I've always been concerned with is throwing out numbers, you know, that sound amazing, you know, and really, but one of the things that I think that which is our responsibility, we have to subject ourselves to that which is feasible, doable, and we could still be able to survive. I appreciate the question that Ms. Gonzalez made to Dr. Chavez in regards to we appreciate the 500. You know, where can we be at, you know, so we can meet in a way that, you know, it is okay for the district, we're going to be okay, we'll survive and move forward. And again, let's be careful throwing out numbers that far exceed that which has already been recommended by our financial, by our administration in regards to the amount of money that is possible to do. And I'm going to truly believe that the administration and everybody else, they did their best in regards to, you know, pushing it up as much as possible. And I appreciate the fact that, you know, everyone here, you know, has that desire you know to always is to give more. Ms. Garza? Ms. Garza stated, yes, I'd like to make a comment, thank you Mr. Castro. For our Budget Committee maybe moving forward as we come to a new budget cycle maybe implementing this maybe already including it in our budget that way it's already on there and they already see the stipend that would be received in the December month. So that's something that we can look at. I know other districts in Texas have done something very similar. And I think this would also, since it would already be budget, you know, we could avoid, you know, all of this. And like, as you mentioned, you know, we want to still be able to, you know, give raises, but also still give, you know, these one-time stipends. So, we do have to be responsible for our district as well and as you mentioned we would love to give you all more and we're still fighting with our state you know to continue raising your salaries as well. We haven't

forgotten about that but I would like to see maybe this moving forward this be included with our budget for next school year. Mr. Castro stated, Lopez-Valdez? Ms. Lopez Valdez stated, yes, Ms. Pat and Dr. Chavez, if we could please work on getting a Budget Committee item maybe when we start the budget process. I know usually we have several workshops and I know it is about that time when we start setting the dates for the workshops. I also wanted to iterate and thank the administration for proposing this during these tough times. We appreciate every single one of you and everything that you do for our kids. And believe me, we are advocating at the state level. I'm really glad to see that our legislative priorities are already on and approved for today. We need every single one of you to continue to fight for us. I was just in Austin this week with the Texas Association of School Boards, and we need every single one of you to help us to advocate for more funding for our much-deserved public educators. So, thank you for this stipend. Mr. Castro stated, Ms. Gonzalez? Ms. Gonzalez stated, I just briefly just wanted to say really quick, I do agree with what Denise was saying regarding sending it to the Budget and then already have it embedded in our compensation plan. I guess we can talk about it when it is budget season, but I do think it cannot say stipend. There has to be a certain verbiage to it, but I guess our goal as a Board is for employees to already know if and hopefully this is how much I am getting in December. That is just my only thing, but we can discuss it during budget. Mr. Castro stated, Mr. Ortiz. Mr. Frank Ortiz, Board Member stated, yes, just on behalf to all of our employees, you all do deserve a lot more, but I do want to let you all know that on my behalf, thank you very, very much for everything that you do for BISD because remember you are BISD and you are who makes BISD the way it is. So, thank you so, so much. Mr. Castro stated, Ms. Pena? Ms. Pena stated, yes, and Ms. Jessica, I would like to plead with you if you could add all substitutes. I know not everybody has a degree and please forgive me, it's hard because not everybody could afford to get a degree. People are now in their 50s and they are just getting it, but when they were younger, they did not have the ability. Can we please include all substitutes and not just retired teachers? There will be a few more, but we want to tell them that we appreciate them so much because sometimes we run out of retired substitute teachers to come in and we need those other young ladies and young men who come and substitute. Can you please reconsider and add all substitutes, please? I am begging you. Mr. Castro stated, Ms. Gonzalez? Ms. Gonzalez stated, because we don't know the fiscal implications, Ms. Pena, I'm going to stick to my motion. Mr. Castro stated, thank you. Ms. Pena stated, ma'am but. Ms. Lopez Valdez interjected, I would like to call a question. Mr. Castro stated thank you. Ms. Pena continued, the fiscal implications, we have the money. Mr. Castro stated thank you Ms. Pena. Ms. Pena continued, we have the money, we have the money. Mr. Castro stated, Ms. Pena, thank you Ms. Pena. Ms. Pena stated I want everyone to notice how they're shutting down. Mr. Castro interjected, Ms. Pena? Ms. Pena, please. Ms. Pena interjected, this is wrong. Mr. Castro interjected, Ms. Pena, Ms. Pena, please. Ms. Pena interjected, sorry. Mr. Castro stated, please. Ms. Pena stated sorry, this is wrong, this is very wrong. Ms. Pena, again, please. Mr. Castro stated, Pat. **Ms. Patricia Perez. Executive Assistant stated, please vote.** Ms. Pena stated, I'm voting yes to include all substitutes.

Attachment: Amended Resolution #024/24-25 Added to official Minutes

Motion made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval of Resolution #024/24-25 for a Retention Stipend to be paid on or after December 20, 2024 to all full-time and permanent part-time employees who were employed as of July 1, 2024 or 1st day of the 24-25 working calendar and who remain employed in the same capacity on December 20, 2024 and substitute teachers who worked 72 or more during the period of August 12, 2024 through November 22, 2024 in the amount of \$750.00 and to amend the days to be 36 days so that the retirees can be included. (6-0-0)

2. Recommend approval of Resolution #025/2024-2025 to authorize the casting of 760 votes for Daniella Lopez Valdez for the Cameron Appraisal District Board of Directors for the 2025-2026 term. **(Consent Agenda)**
3. Discussion, consideration, and possible action for approval of Brownsville Independent School District priorities for the 89th Texas Legislative Session. **(Consent Agenda)**
4. Recommend approval to accept the UTRGV Early Head Start Child Care Partnership Grant in the amount of \$248,191.00 to support the Early Child Care Program at Lincoln Park School at no cost to the District. The agreement shall remain in place through August 31, 2029 unless otherwise amended. * **(Consent Agenda 5-0-1)**
Note: Frank Ortiz Abstained
5. Recommend approval to revise page 6 of the 2024-2025 Employee Compensation Plan, BAC and Lincoln Park Campus Staffing Guidelines. **(Grant Funded)**

Amendment (Page 1 will be replaced with Page 1a)

Ms. Denise Garza, Board Member stated, motion to approve. Ms. Jessica Gonzalez, stated second. Mr. Erasmo Castro, Board President stated, any discussion? **Ms. Patricia Perez, Executive Assistant stated, Ms. Pena, circle this item sir.** Ms. Pena stated, yes, can you give me a little, in a nutshell, a detail of this item? Who can give me a full detail on this? **Dr. Chavez, Superintendent called upon Dr. Linda Gallegos, Chief Human Resource Officer. Dr. Gallegos stated, yes, sir, Dr. Chavez. I'm going to call on JJ DeLeon. Okay. Mr. Cespedes go ahead. Mr. Alejandro Cespedes, Chief Financial Officer stated, yes ma'am, so just to kind of reiterate what Mr. Ortiz was saying, this is a grant that we had an opportunity to get with UTRGV to join with them. This is the fiscal agent of the grant is UTRGV. They reached out to us to see if we wanted to be a part of it along with other districts. Essentially this is to expand the number of children that we'll be able to take care in our daycare. Currently, we take care of, I think, about 15 or 16 toddlers. With this, we would be able to hire an additional four daycare aides. The rules under the grant, if I'm not mistaken, each aide can only take care of up to four. So, this would open up an additional 16 slots. Currently, we do have a waiting list for our toddlers, so this would be able to address them. The grant is going to cover 100% of the salary for the daycare aides. One of the stipulations, and I see it as a plus, is that these 16 children would actually be able to take care of them a little bit longer because it would be year-round. So, it would be 226 days as opposed to the ones that we currently have that we pay with BISD funds is 187 days. So, the daycare would be open a little bit longer and it would be to take care of those. So,**

essentially the agenda items, items 4, 5, 6, and 7 are all for the same. The one that you circled in particular, item 5, that would be for, I believe that's for the daycare aides. So the daycare aides, like I said, we have two group of daycare aides. We have the daycare aides that are being paid through BISD funds. Those are at 187 days. And then these would be paid 100% by the UTRGV grant, they would be at 226 days. And it's four daycare aides, again, because each one can take her up to a maximum of four, so it'd be for a total of \$16. Ms. Minerva Pena, Board Secretary interjected, Dr. Chavez, may I address Mr. Céspedes? Mr. Castro replied, no thank you, Pat. Ms. Pena continued, no, I'm not. Mr. Castro interjected, please proceed. Ms. Pena stated Mr. Erasmo? Mr. Castro stated, we have a motion and a second, can we proceed? Ms. Pena stated, Erasmo, may I please? Mr. Castro stated no. Ms. Pena stated, can I please ask him one question? Please? Sir, I was going to ask him an explanation. You said no to me. You are denying me and mistreating me. Mr. Castro stated thank you, repeated, thank you Ms. Pena. Ms. Pena stated, why are you doing this? Mr. Castro stated, thank you, Ms. Pena. Ms. Pena continued, no, I'm sorry, I want the public to know what you're doing. Mr. Castro stated, thank you, Ms. Pena. Ms. Pena continued, is that what you promised? Mr. Castro stated, thank you, Ms. Pena, this is a grant. Ms. Pena interjected, I just have one more question, I have one more question. Mr. Castro stated, Ms. Pena, it is a grant. Ms. Pena stated, yes, and I approve it, but I have a question. **Ms. Patricia Perez, Executive Assistant stated please vote. Motion passes 6-0 unanimous.**

Motion made by Jessica Gonzalez, seconded by Denise Garza, and unanimously carried to recommend approval to revise page 6 of the 2024-2025 Employee Compensation Plan, BAC and Lincoln Park Campus Staffing Guidelines. (Grant Funded) (6-0-0)

6. Recommend approval to revise page 15 of the 2024-2025 Employee Compensation Plan, Professional Instruction Support Pay Plan. (Grant Funded) **(Consent Agenda)**
7. Recommend approval to revise page 23 of the 2024-2025 Employee Compensation Plan, Instruction Support Pay Plan. (Grant Funded) **(Consent Agenda)**
8. Recommend approval to accept the donation of five voucher books for student incentives from Main Event for a total of \$10,000.00 at no cost to the District. **(Consent Agenda)**
9. Recommend approval to accept Paredes Elementary's request to accept the Grant in the amount of \$7,500.00 for travel expenses from the U.S. Chess Federation at no cost to the District.

Ms. Denise Garza, Board Member stated motion to approve. Ms. Daniella Lopez Valdez, Board VP stated second. **Ms. Patricia Perez, Executive Assistant stated, Ms. Pena, circle this item.** (inaudible) Mr. Erasmo Castro, Board President stated, Ms. Pena on this grant? Yes, I'm very excited. I'm a chess person, I'm sorry. It teaches kids who are dyslexic, kids who have no confidence, kids who have ADHD. It's wonderful. Here's my question. This grant, is this something that was available, Dr. Chavez, to all our schools? Or how is it that some of them got it? Was this something that was announced and told people? Because some of the schools have more interest and have more teachers that jump on everything, ask for everything. I'm a big believer on grants. The Woodlands lives on grants,

and they're millionaires. I'd like to know, how did this happen, and is there something we can do in the future to get all our chess schools involved in applying for grants of this sort? Can anyone answer that question? **Dr. Jesus Chavez, Superintendent stated, yes, ma'am. Let me have either Ms. Hernandez or Ms. Emerson. Ms. Beatriz Hernandez, Chief Academic Officer stated, yes, sir, I would like to call Mr. Felipe Barrera to the podium. Mr. Felipe Barrera, Paredes Elementary Principal stated, good evening, Dr. Chavez, Board President, Board of Members. This is a grant that our Chess coach, Paredes Elementary, as you know, has been recognized as being one of the top chess teams in the nation. So, we've qualified for nationals pretty much every single year, and we wanted to make sure we had the additional funds if necessary. So, it's something that he saw online, and he wrote the grant, and we got lucky and got approved.** Mr. Castro stated, thank you so much for that, Mr. Ortiz? Mr. Frank Ortiz, Board Member stated, yes, congratulations, sir, but on the backup, I noticed that the \$7,500 would be used for travel for kindergarten and first grade students only? **Mr. Barrera stated, yes, that is correct because at this time, we don't know if we're going to get funding for the K1 team. And since usually, you know, history shows that all our three teams have qualified in the past, we wanted to make sure our chess booster at this time, they are fundraising on their own, but we wanted to make sure we qualified for this grant, we had that additional money for our K1 team.** Mr. Ortiz stated, right, that is already going to be a big help and might free up money for the other grade levels that you may have competing, is that correct? **Mr. Barrera stated, well, the other grade levels, if they qualify, they will be funded by the district.** Mr. Ortiz stated, okay, excellent, very, very good. Mr. Castro stated Ms. Garza? Ms. Denise Garza, Board Member stated, it's not on this topic, but it's after we end this agenda item. I want to go back real quick to the previous agenda item. Ms. Pena stated, question. Mr. Castro stated, Ms. Pena. Ms. Minerva Pena, Board Member stated, sir, this is really exciting. **Mr. Barrera stated, yes, it is.** Ms. Pena continued, I work with this, and I've had where I would literally have to raise overnight \$3,000 because somebody didn't allow them to use our funds, whatever. **Mr. Barrera stated, yes, ma'am.** Ms. Pena stated, I'm excited. When you find out about this, or can you let the staff know, whenever you find out about these grants. Would you please make it known, you know, district-wide, so as many of our schools can apply and be blessed with this kind of funding? Because I'm telling you, there's millions and millions of grants out there. All we got to do is apply. So, make sure for anything, I don't care what sport, what activity, please. **Mr. Barrera stated, yes, ma'am.** Mr. Castro stated, Ms. Garza?

Ms. Garza stated, yes, thank you, Mr. Castro. Going back to the UTRGV Early Head Start, I know we have Dr. Medrano here. We'd like to say thank you, Dr. Medrano, for assisting with this grant and allowing BISD to partner up with you, and we're very excited. Thank you. Ms. Pena stated thank you so much. Mr. Ortiz stated, I'd just like to say also that Dr. Medrano was one of my UTRGV Professors when I was going through my master's degree program, which wasn't very long ago, Dr. Medrano. It wasn't very, very long ago. Okay. Thank you. Dr. Medrano stated, I do want to say that this started with a conversation between, actually, it was facilitated by Mr. De Leon and Mr. Chavez. Dr. Chavez and I spoke. We really have not met face-to-face, so I'm glad to see you, sir. One question that I know might have come up is how long is this for? We were initially funded in 2015, and we're one of the few national programs that has always been with no deficiencies. So, because of that we qualified for our third

base line funding, which started this August. The way our grant works that comes from the Office of Head Start, when we get approved for a new five-year grant, our money is set aside. So, no matter what talk there may be about Head Start right now, our money is set aside. I also want to say that I came prepared to say that if there is a need to increase to 24, we will come back with an amended budget because I set that aside. I believe in what you're doing here and I'm really excited. This is my hometown, so it gives me an opportunity to give back. And someone asked about who is eligible for grants. Really, it is when we respond to a funding opportunity, we have to follow our criteria. And because UTRGV is now regional from Cameron to Starr County, Willacy, etcetera, we are going beyond Hidalgo County. We've been in Hidalgo County 10 years, so we're spreading the wealth. And I've already met your new director, Mrs. Nancy Marroquin. We've been in contact now for a couple of months. We visited Lincoln Park. So we're really excited, and I want to thank all of you for the support. This is to give our babies during the first three years a chance to develop their brain. Our brain during the first three years is developed 86% of our adults. So, if we wait until these children get to kindergarten it is late we are denying them. So we're really excited to work with the pregnant women because we are required to serve teen moms and when their babies are born, they become early head start infants. So, we're hoping that we do reach the need for 24 because we're prepared with a budget. So, thank you so much. Mr. Castro stated, thank you so, so much. Ms. Pena stated, thank you so much, you've answered all my questions continue to help us. Thank you. God bless you. **Ms. Patricia Perez, Executive Assistant stated, we're voting on X. A 9.**

Motion made by Denise Garza, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval to accept Paredes Elementary's request to accept the Grant in the amount of \$7,500.00 for travel expenses from the U.S. Chess Federation at no cost to the District. (6-0-0)

10. Recommend approval to authorize Administration to accept the Change Order #001, from Scoggins Construction Company, Inc. of Harlingen, Texas (CSP #22-147 Food and Nutrition Services-Freezer/Cooler Facility), to extend the substantial completion date to December 24, 2025. **(Consent Agenda)**
11. Recommend approval of Change Order #001 to amend the Owner/Contractor Agreement with Central Air and Heating Service, LLC for the CSP #22-146 Gonzalez, Yturria ES and Manzano MS HVAC Upgrades Phase I of \$150,000.00. The amount represents unused funds in the allowance. ESSER Fund 282 (Credit back to the District). **(Consent Agenda)**
12. Recommend approval of Change Order #004 to amend the Owner/Contractor Agreement with Ethos Engineering for the CSP #22-141 LED Lighting Upgrades at Burns, Egly and Perez Elementary Project. **(Consent Agenda)**
13. Recommend approval to authorize Administration to accept BISD Mini Gyms HVAC and Additions Group II Construction Project for Skinner Elementary under CSP #22-145, as substantially complete. **(Consent Agenda)**

14. Recommend approval to authorize Administration to Accept CSP #23-176 BISD Transportation New Fuel Station Construction Project for the BISD Transportation Department, as substantially complete. **(Consent Agenda)**
15. Administration requests from the Board of Trustees to approve the delivery method of Competitive Sealed Proposal on the Construction Project under Section 44.031 (a) (5) of the Texas Education Code when procuring a firm to conduct the actual construction of the Project.

Ms. Patricia Perez, Executive Assistant stated, Ms. Minerva Pena circled item 15. Ms. Jessica Gonzalez, Board Member stated motion to approve. Ms. Minerva Pena, Board Secretary stated, second. Mr. Erasmo Castro, Board President stated, thank you, Ms. Peña. Ms. Pena continued, in a nutshell, what does this entail? Details in a nutshell. **Mr. Alonzo Guerrero, Administrator stated, good evening Board Members, Board President, Dr. Chavez. We're here for this item because tonight you also approved the firm for the construction of the turf and field for Sams Stadium and after this now we have to secure an actual who's going to do the actual work under government law we have to come up to you guys and ask you can we go through a CSP or through a job order or whatever. So, we decided to go through a CSP which is the more secure way of bidding. So, this is what this is.** Ms. Pena stated, so, this is tied into that other item. **Mr. Guerrero stated, correct, and this is just to secure a CSP, not to actually, we still have to bring it back to you, to the Board to get approval for whoever we select.** Ms. Pena stated, I appreciate it. Thank you for the clarification.

Motion made by Jessica Gonzalez, seconded by Minerva Pena, and unanimously carried to recommend to approve the delivery method of Competitive Sealed Proposal on the Construction Project under Section 44.031 (a) (5) of the Texas Education Code when procuring a firm to conduct the actual construction of the Project. (6-0-0)

16. Recommend approval to accept the 2024-2025 RGV FOCUS CCMR Enhancement Grant in the amount of \$7,000.00 at no cost to the District. * **(Consent Agenda)**
17. Discussion, consideration, and possible action to establish a partnership with BEST/AFT and participate in the Center for School Improvement (CSI) Leadership Institute 2025. Additionally, a Trustee will be appointed to attend the event and cover any incurred travel expenses. The event is scheduled to take place in New York City from January 23-25, 2025.
Ms. Jessica Gonzalez, Board Member stated Motion to approve. Ms. Denise Garza, Board Member stated, second. Mr. Erasmo Castro, Board President stated, Mr. Ortiz. Mr. Frank Ortiz, Board member stated, yes, first of all, I certainly want to thank BEST and AFT for wanting to partner up with BISD on this particular trip. According to the backup that I see here, they are willing to invite one or two district administrators and one Board Member. I'm concerned about the fact that if we take them up on this, the district is going to have to foot the bill for registration, travel, meals, hotels, et cetera, et cetera. Do we have a price on how much it would cost the district to send these individuals? Mr. Castro stated, Dr. Chavez? **Dr. Jesus Chavez, Superintendent state, yes, sir. We're estimating about \$2,500 per individual, more or less. May cost a little more, a little less.** Mr. Ortiz stated, so we go with a three, you're talking about \$6,000, more or less? **Dr. Chavez stated, well,**

my suggestion was just going to be two. So, let's say about \$5,000, \$6,000. Mr. Ortiz stated, I just have a concern, you know, with us having to foot the bill. I certainly want to thank BEST and AFT for making the invitation or reaching out to us, but I'd like for them to pay the bill instead of BISD. Ms. Minerva Pena, Board Secretary interjected, question? Mr. Castro stated, Ms. Pena? Ms. Pena continued, yes, and please forgive me, but I also concur with that. Please, the invitation is there. I think it's awesome, but the district is short on money. We can't pay this, we can't pay that, we can't go here. No, no, no, no, no. Dr. Chavez, this is very important. Dr. Chavez, would you look at me? Sir, it's very important. Mr. Castro interjected, Ms. Pena. Ms. Pena continued, please, I'm sorry, I'm sorry, I apologize. Mr. Castro interjected, excuse me. Ms. Pena interjected, I want to make sure he was looking. I'm sorry, I'm sorry, I'm sorry. I apologize. I will not do that again. I apologize. Mr. Castro stated, let me interject. We ask individuals who stand up before public comment to be courteous, let us do the same, please. Ms. Pena stated, I will, one thing that I do is that when I talk to someone. Mr. Castro interjected, again Ms. Pena, again Ms. Pena. Ms. Pena interjected, I just want to explain how I work. Mr. Castro interjected, do not need the explanation, please. Ms. Pena stated stop. Mr. Castro continued, we ask the public to please be courteous. Ms. Pena stated, I will okay, I apologize. Mr. Castro stated, let us do the same. Thank you. Ms. Pena stated, okay, Dr. Chavez, I'm sorry, Dr. Chavez, and my thing is I think it's wonderful, sir, but I really would like for that invitation to stand, but for the district not to be liable because we are very short in funds and we I know you said we have budgets for here and budgets for that and budget for this but we're constantly moving monies around to balance budgets around so I think it's wonderful that they invited them I would really appreciate if BEST could foot the bill for them to be able to go and attend with them and not put the burden on the district because it's very difficult Dr. Chavez for us to say that we don't have money for things for children and students. That's little money, but yet we have the money for this. I don't think it's something that speaks to the community that we're looking out for the budget and for the children and the students because if we had no teachers and no students, none of us would be here. So I think it's a great idea. I just like for BEST to be able to pick up the bill. Mr. Castro stated, and let me say before Dr. Chavez, if I may, a lot of times, and I think that this is where, and I'm not speaking for BEST, but a lot of times the knowledge and the wealth and the resources and the contacts that one receives from a lot of these events you know bring tenfold. We recently discussed and talked about the grants that were received and you know there's a lot of things out there and if it wasn't for that teacher that applied for that grant that we spoke about recently. So please take into consideration the benefit to the District in regards to the 2,500, the 5,000, the benefit to the District in regards to sending these individuals to these places. Dr. Chavez, please. No, we're good. Ms. Perez? Ms. Pena stated, quick question. One more. Mr. Castro stated, Ms. Perez? Ms. Pena stated, Mr. Castro, one more comment. Mr. Castro stated Ms. Perez? **Ms. Patricia Perez, Executive Assistant stated, would you like to appoint a trustee to attend? There was a motion by Ms. Gonzalez.** Mr. Castro stated can we, would it be okay if we decide at a later time? That be okay? Okay. Thank you. Is that okay, sir? Ms. Perez? **Ms. Perez stated, please vote.**

Motion made by Jessica Gonzalez, seconded by Denise Garza, to recommend approval to establish a partnership with BEST/AFT and participate in the Center for School Improvement (CSI) Leadership Institute 2025. Additionally, a Trustee will be appointed to attend the event and cover any incurred travel expenses. The event is scheduled to take place in New York City from January 23-25, 2025.

The following vote was recorded

Yea: Ms. Lopez, Ms. Garza, Mr. Castro, Ms. Gonzalez
Nay: Mr. Ortiz, Ms. Pena
Abstain:

Motion Carried: 4-2-0

Ms. Pena stated, my vote is no because I don't want BISD to pay the bill.

18. Recommend approval for Certification Waiver request for Teacher for Noncore Academic Career Technical Education courses in Pipe-fitting with Brownsville I.S.D. **(Consent Agenda)**

B. Recommend approval of the following Payment(s):

1. Recommend approval to pay Cameron County Appraisal District the required amount of \$1,166,223.00 for appraisal services rendered. (Annual Fee)

Ms. Patricia Perez, Executive Assistant, stated Ms. Minerva Pena, circled item. Ms. Jessica Gonzalez, Board Member stated motion to approve. Ms. Daniella Lopez Valdez, Board VP stated second. Ms. Minerva Pena, Board Secretary stated, Dr. Chavez? And I guess Mr. Céspedes can answer this, if I may, if he may. Is this more or less the same, or has this fee gone up in the years, and how much? Can someone answer that question? **Mr. Alejandro Céspedes, Chief Financial Officer stated, yes, ma'am. So, it did increase from last year. So, it increased, I believe it increased, I think it was about \$90,000, \$80,000 from last year. But this is all based on how much they levy for us, right? So, for example, the County Appraisal District levies for us about \$86 million. For the total county, they levy about \$588 million. So, if you do the fraction, the number there, they charge us 14% of their total budget. They have their own budgets, just like we have our own budget just like we have our own budget hearings, they adopt their own budget. Their budget also goes up because as you know, I think they have over 220,000 parcels that they have to remember. Not all of them are evaluated on a yearly basis or on a rotation. They don't have the manpower for it. Yes, but it did increase slightly from last year.** Ms. Pena stated, okay, thank you. I was just thinking it was more, but I mean, 90,000 is a lot, but we need to do this. **Mr. Céspedes stated, yes, last year we paid \$1,069,057. This year we paid \$1,166,000. So, my math is right around \$96,000 to \$97,000.**

Motion made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval to pay Cameron County Appraisal District the required amount of \$1,166,223.00 for appraisal services rendered. (Annual Fee) (6-0-0)

2. Recommend the approval of payments for construction services and/or engineering services throughout the district in the total amount of \$49,685.74. **(Consent Agenda)**

C. Recommend approval of Budget Amendments:

1. Recommend approval of Budget Amendment #013 in the amount of \$8,935,564.00 for Local Funds. (Reallocation of \$174,422.00, Fund Balance of \$5,852,378.00 and Carryover Budget of \$2,908,764.00) **(Consent Agenda)**

D. Recommend approval of the following Contract(s)/Agreement(s):

1. Recommend approval to contract Franklin Covey to provide staff development and instructional needs based on identified needs and funding. Contracted Services will not exceed \$5,732.00. *

Ms. Jessica Gonzalez, Board Member stated, motion to approve. Daniella Lopez Valdez, stated, second. Mr. Frank Ortiz, Board Member stated, yes, just a couple of questions for clarification. This is for Besteiro Middle School, is this correct? **Ms. Beatriz Hernandez, Chief Academic Officer stated, yes, sir.** Mr. Ortiz stated, okay, and obviously Ms. Nunez is not here. I don't know if she's here or not. **Ms. Hernandez stated, we have Mr. Tolman here from Besteiro Middle School.** Mr. Ortiz stated, just a couple of questions, sir. Has Besteiro used Franklin Covey before? **Mr. Doug Tolman, Besteiro Administrator stated, yes, we've been using this for about seven years now.** Mr. Ortiz stated, okay, and it's based on what the campus feels their needs are, is that correct? **Mr. Tolman stated, that's correct and what you're seeing there is just, it's just the yearly fee now that we're at for our initial investments.** Mr. Ortiz stated, okay, thank you, sir. I'm familiar with FranklinCovey. As a matter of fact, I've got one of his books here that I've read, Four Rolls of Leadership. Okay, so I just wanted to get that clarified. Thank you. Ms. Pena stated, question? Mr. Castro stated Ms. Pena? Ms. Pena stated, sir, is this just for that particular school or would it entail if another school needs it, it would be another fee? How would that work? **Mr. Tolman stated, yeah, this is just for Besteiro Middle School.** Ms. Pena stated, and who chooses what school needs the assistance? Something that you evaluate and come up and determine that this is needed for that school? **Mr. Tolman replied, that's correct. I mean, that's one of the things that we had determined a long time ago. About seven years we've been using this program now.** Ms. Pena stated, and in several schools, or is this the only one we've been using it in? **Mr. Tolman stated, no, this was a Besteiro-only initiative that we budgeted our funds for.** Ms. Pena stated, and it's something that's been positively used for them, am I correct? Mr. Tolman stated, yes, definitely.

Motion made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval to contract Franklin Covey to provide staff development and instructional needs based on identified needs and funding. Contracted Services will not exceed \$5,732.00. * (6-0-0)

2. Recommend approval of the Memorandum of Understanding with United Way of Southern Cameron County with the purpose of serving the local community in Cameron County at no cost to the District. * **(Consent Agenda)**

E. Recommend approval of the following Bid(s)/Proposal(s)/Purchase(s):

1. Recommend awarding RFQ #25-057 Architectural Services for Artificial Turf for Football & Soccer Field to Gignac & Associates, LLP of McAllen, Texas to provide Architectural Services and to authorize Administration to negotiate a fee for said services. **(Consent Agenda)**

2. Recommend awarding CSP #25-111 for Stop Loss Insurance for Self-Funded Employee Benefit Plan to Companion Life from San Francisco, CA/Option 1. The term of this contract is effective January 1, 2025, to December 31, 2025. Services will be rendered based on the needs of the district. The proposal is for a three (3) year term with an option to renew for two (2) additional one (1) year term. Year one (1) of a five (5) year contract. **(Consent Agenda)**
3. Recommend awarding CSP #25-167 Property, Windstorm, Hail, Boiler and Machinery Insurance to McGriff-MMA Insurance Services of Houston, Texas for the 2025-2026 plan year. The proposal is for a three (3) year term with an option to renew for two (2) additional one (1) year term. Year one (1) of a three ~~(3)~~ (5) year contract. **(Consent Agenda)**
Amendment: Agenda item should read Year one (1) of a five (5) year contract

XI. Board Member Request(s)

A. Action Item(s)

Mr. Erasmo Castro, Board President stated, Ms. Perez? I'd like to make a recommendation or a motion in regards to the items that are being discussed. Being that every single item, and I do appreciate Ms. Pena and Ms. Garza bringing these items up, they are very, very important. And I think one of the other things that I'm very, very grateful for, not being prophetic, but that both Ms. Garza and Ms. Pena are on the Policy committee. So I'm going to recommend and move that all these items, 1 through 5, be moved over to Policy Committee and let them be vetted there and then be presented back to the Board, please. Ms. Denise Garza, Board Member stated, thank you. I'm okay with that. That way, us as a Policy Committee, Ms. Pena. Ms. Minerva Pena, Board Secretary stated, I know, but some of these, I understand what you're doing, just a little touch on what we want to do and what for the community will know that we're not putting it in the back burner. Mr. Castro stated, not at all. Ms. Garza stated, no, I second Mr. Castro's motion and I'm okay with making sure that we schedule a Policy meeting within the next month after the holidays and all five of these agenda items be placed on that Policy Meeting. Ms. Pena stated, and the reason for my urgency because there's some issues that need to be addressed immediately. And I mean immediately. Mr. Castro stated, yes and Ms. Garza can address that. Ms. Pena continued, immediately on the treatment of the students and not to be put at the back burner. Mr. Castro stated, thank you Ms. Pena. Ms. Pena continued, because if this happened to you Mr. Castro you would want to address. Mr. Castro stated, we have a motion and a second Ms. Perez. Ms. Pena stated, I'm voting no at this time because I it needs to be addressed now. Mr. Castro stated, Dr. Chavez. Ms. Pena interjected I vote no not to move it. **Dr. Jesus Chavez, Superintendent stated, I would just like to say several things about concerns that may be out there. First of all, I think everybody here and I hope the community understands that I have an open-door policy. And anybody who's got a concern, wants to suggest something to me, all you need to do is call my office and we will meet with you. And I know here in the audience we've got some people that can attest to that. Secondly, any time we have a student concern or a parent concern, all anybody ever needs to do to me is give me the name, give me the school and we will address it immediately. So, I just wanted our parents and our students out there to know and understand that. I'm happy to work with you. I'm happy to address any situation that may exist out there. So, I just wanted people to understand that and know that.** Ms. Pena stated, Dr. Chavez, if I may, I will give you that information so we

can address it immediately. And, you know, I just feel real uncomfortable that we have associations here that are as rude to me by booing and doing bad things. So, I wanted to address this professionally. Mr. Castro stated, thank you, Ms. Pena. Thank you, Ms. Perez.

Motion made by Erasmo Castro, seconded by Denise Garza, to recommend approval to discuss agenda items XI. A. 1, 2, 3, 4 and 5 at the next Board of Trustees Policy Committee Meeting.

The following vote was recorded

Yea: Ms. Lopez, Ms. Garza, Mr. Castro, Ms. Gonzalez
Nay: Mr. Ortiz, Ms. Pena
Abstain:

Motion Carried: 4-2-0

1. Discussion and possible action to address concerns related to the targeting of district employees, including reviewing current policies, implementing additional measures to protect staff, and ensuring a safe and supportive work environment for all employees. (Board Agenda Request Denise Garza/Board Support Minerva Pena) **(Move to next scheduled Policy Committee Meeting for review)**
2. Policy regarding Superintendent's contract; discussion and possible action. (Board Agenda Request Minerva Pena/Board Support Carlos Elizondo) **(Move to next scheduled Policy Committee Meeting for review)**
3. Policy regarding the chess tournament and procedures; discussion and possible action. (Board Agenda Request Minerva Pena/Board Support Carlos Elizondo) **(Move to next scheduled Policy Committee Meeting for review)**
4. Policy regarding all students, including special education students, applying to attend BISD schools. Discussion and possible action concerning BISD enrollment policies and procedures for all students, including special education students, section 504 students and students diagnosed with having ADHD. Possible Board action to establish policies and procedures to ensure BISD employees/administration practice/apply equitable treatment and fairness to all of BISD students at every BISD campus; including participation in extracurricular activities. (Board Agenda Request Minerva Pena/Board Support Carlos Elizondo) **(Move to next scheduled Policy Committee Meeting for review)**
5. BISD Trustees/Board Members Policy and Procedures; discussion and possible action. (Board Agenda Request Minerva Pena/Board Support Carlos Elizondo) **(Move to next scheduled Policy Committee Meeting for review)**

XII. CLOSED MEETING: as pursuant to the Texas Government Code Sections: 551.071, 551.072, 551.074, 551.082, and 551.084. **7:18 p.m.**

XIII. BOARD RECONVENES - Board action on agenda items discussed in Executive Session. 8:56 p.m.

A. PERSONNEL MATTER(S):

Motion made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval grouping Personnel agenda items XII. A. 1, 2, 3, 5, 6, 7, 8, 9, and 10. (6-0-0)

1. Presentation, acceptance and approval of Retirements. (3) **(G 6-0-0)**
2. Presentation, acceptance and approval of Resignations. (5) **(G 6-0-0)**
3. Personnel Update with Superintendent (Dr. Jesus H. Chavez) **(G 6-0-0)**
4. Recommend approval of personnel for the 2024-2025 school year – Assistant Director, Athletics. Subject to receipt of all outstanding documentation. **(No action taken)**

Amendment: XII. A. 4

Page 1 will be replaced with Page 1a and Pages 2 – 12 will be added to agenda backup

5. Recommend approval of personnel for the 2024-2025 school year – Assistant Principal. Subject to receipt of all outstanding documentation.(3) **Elizabeth Delgado-Perez Elementary/Lizhandra Chavira-Aiken Elementary School/Juliana Rodriguez-Egly Elementary School) (G 6-0-0)**
6. Recommend approval of personnel for the 2024-2025 school year – Coordinator, 21st CCLC. Subject to receipt of all outstanding documentation. **Alondra Mata – Pena Elementary School. (G 6-0-0)**
7. Recommend approval of personnel for the 2024-2025 school year – Nurse. Subject to receipt of all outstanding documentation. (2) **(Abigail Cantu-Ortiz Elementary School and Ricardo Moncada – Stillman Middle School) (G 6-0-0)**
8. Recommend approval of Campus Professional Employee (N.M.) for change in days, change in contract for the 2024-2025 Fiscal School Year. **(G 6-0-0)**
9. Recommend to approve compensation for professional employee (A.D.) on interim assignment to be commensurate with the Director for Career and Technology Services salary. **(G 6-0-0)**
10. Recommend to approve compensation for professional employee (B.V.) on interim assignment to be commensurate with the Early College High School Principal salary. **(G 6-0-0)**

B. ATTORNEY CONSULTATION

1. Staff Attorney

- a. Discussion, consideration, and possible action regarding Cause No. 2019-DCL-06158-E; Jasmin Leal vs. Brownsville Independent School District. **(No Action Taken)**

- b. Discussion, consideration and possible action regarding Cause No. 2019-ECL-3150; Brownsville Independent School District (Pena) vs TX Descon., in the 357th District Court of Cameron County, Texas.

Motion made by Jessica Gonzalez, seconded by Denise Garza, and unanimously carried to recommend approval of Cause No. 2019-ECL-3150; Brownsville Independent School District (Pena) vs TX Descon, in the 357th District Court of Cameron County, Texas, as discussed in Executive Session. (6-0-0)

2. Board Attorney:

- a. Legal Update with Board Counsel.

C. INTERNAL AUDITOR CONSULTATION

D. Board Self Evaluation.

E. Discussion of the findings of the intruder detection audit report.

XIV. Announcement(s):

Mr. Erasmo Castro, Board President stated announcements. Ms. Minerva Pena, Board Secretary interjected, Dr. Chavez, I'm sorry. **Dr. Jesus Chavez, Superintendent stated yes, ma'am, I have announcements.** Ms. Pena stated, Yeah, but no on Personnel items, A4, what do we do with that? *Mr. Nick Maddox, Board Attorney replied, there's no action.* Ms. Pena stated, oh, there was no action? I didn't hear that. Mr. Castro stated, no it was already taken off. Ms. Pena stated, oh, I'm sorry, I didn't hear that part. **Dr. Chavez continued, yes there was no action on that item. So, announcements we have several events coming up here. December 11th through the 13th, it's Santa & Friends at 7:00 p.m., again that is 11, 12 and 13th over at CAB Auditorium at 7:00 p.m. December 14, we have a Chess Tournament at 8:00 a.m. at Brite Elementary. We also have the CIS/ACE Christmas Showcase at 9 a.m. at CAB Auditorium, and that's on December 14th. Those are the announcements I have.**

XV. Adjournment.

Motion was made by Jessica Gonzalez, seconded by Minerva Pena, and unanimously carried to recommend approval to adjourn the Rescheduled Regular Board Meeting at 8:59 P.M. (6-0-0)

- There being no further business appearing before the Board, the meeting was adjourned.

(HANDOUTS ADDED TO OFFICIAL MINUTES)

(AUDIO/VIDEO TAPES OF THE OPEN MEETING AND THE WRITTEN CERTIFIED AGENDA
OF THE CLOSED MEETING ARE ON FILE)

Approved by:

Erasmo Castro, President of the Board

Date

Attested by:

Minerva Pena, Secretary of the Board

Date

Notes: Font style designation

Board of Trustees

Administration

Board Attorney

Staff Attorney

Speaker/Presenter

(Minutes presented at Regular Board Meeting held on February 4, 2025)